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WE ARE... MARSHALL®

The Newsletter for Marshall University

April 9, 2014

Marshall donors, recipients honored at brunch



Marshall University donors and current recipients of privately funded scholarships were honored Saturday, April 5, at the Scholarship Honor Brunch in the Memorial Student Center's Don Morris Room.

The event, sponsored by the Marshall University Foundation Inc., was attended by a record crowd of more than 400 people. President Stephen J. Kopp spoke on "The Impact of Scholarships," and Dr. Ron Area, CEO of the MU Foundation Inc., served as master of ceremonies.

Other speakers included students Joycelyn Morton, a sophomore from Bluefield, and Ellen Castro, a freshman from Huntington.

Kopp said the event was "a celebration of the importance of our scholarship donors to the future of Marshall University and our students."

"When you look at the relationship and the correlation between the students who attend Marshall and are assisted through scholarship support and the completion of their college education and earning their degree, it is a direct correlation. Scholarship support is often the difference between being able to attend college here at Marshall, and earn your degree, or not. We certainly can't thank our scholarship donors enough for what they're doing for the futures of our students and graduates. They are the future of West Virginia, and they're the future of America. Investing in their success is an investment in all of our futures."

Area said of the brunch, "This is the best response we've ever received from students and donors. This just proves the importance of scholarships to the Marshall campus and the impact that they continue to have."

He said that over the past five years, Marshall has had a significant increase in the number of scholarships that have been available to students.

"And, with the cost of a college education sometimes increasing so quickly, these scholarships are invaluable to these students and the future of our Marshall students," Area said. "That's why

we are grateful for the participation of our alumni and friends in becoming donors, and we are totally indebted to the people who are making a difference in the lives of our students.”

Photo: Students who have received privately funded scholarships, along with their parents, pose for a picture around the Memorial Fountain before Saturday’s Honor Brunch.

Harrison-Pitaniello named 20th Drinko Fellow; President Kopp honored for support of the Drinko Academy



Dr. Marcia Harrison-Pitaniello, a professor in the department of biological sciences, has been selected as the 2014-2015 Distinguished John Deaver Drinko Academy Fellow, according to Dr. Alan Gould, executive director of the academy.

Gould announced Harrison-Pitaniello’s selection as the latest – and 20th overall – fellow during the annual Drinko Symposium Saturday night in the Francis-Booth Experimental Theatre, in the Joan C. Edwards Performing Arts Center. He also honored President Stephen J. Kopp by naming him a Distinguished John Deaver Drinko Fellow, and presenting him with a medallion and a plaque.

“Since his appointment to the presidency in July 2005, he has personally participated in a number of our programs and productions and only on rare occasions missed any of our activities,” Gould said of Kopp. “Among his many contributions to the academy, I would include among the best and most popular his portrayal of our founder, John Laidley, in a special tribute to John Marshall. He not only served as narrator of our production, but also contributed to the narrative development.

“Also, in 2005, during his first year here, I talked to Dr. Kopp about creating Constitution Week on campus. He seized upon it immediately and told me I had his full support – I didn’t realize at the time what that truly meant. President Kopp became and has remained a major contributor to this celebration.”

Appointed annually, the Drinko Fellow receives a generous stipend, a reduced teaching load, and other financial and clerical support for two academic years to undertake research projects and other scholarly pursuits.

“I am deeply honored to be selected as a fellow,” Harrison-Pitaniello said. “I plan on using the opportunity to focus on developing curriculum and outreach projects in plant biology.”

Gould said selecting Harrison-Pitaniello as the newest fellow was an easy and logical choice to make.

“She’s one of the most outstanding and distinguished teachers and researchers and members of our academic community,” Gould said. “She’s truly a remarkable person. She’s also known for her contributions to students. In addition to her scholarly activities and research, she’s particularly interested in enhancing undergraduate research and education opportunities for undergraduate students.”

Harrison-Pitaniello joined the Marshall faculty in 1986 as an assistant professor in the department of biological sciences. She currently is a professor who researches plant hormone physiology with a particular interest in enhancing undergraduate research and educational outreach in plant sciences.

Gould said she has mentored more than 35 student researchers at Marshall and currently oversees a National Science Foundation (NSF) grant that mentors undergraduate students in year-long mathematical biology research projects. In 2012, she became a BEN (BioSciEduNet) Scholar, sponsored by the National Science Digital Library. BEN Scholars are given support to promote the use of digital libraries and inquiry-based learning in biology lecture and laboratory courses.

Harrison-Pitaniello will present the results of her work to the university community at the Drinko Symposium next spring during Marshall’s annual Celebration of Academics. Dr. Jeffrey Powell, the 2013-2014 Drinko Fellow, presented the results of his work Saturday night during the symposium.

As a BEN Scholar, Harrison-Pitaniello published an education article about imaging plant growth along with developing educational videos. She also oversees Marshall’s WV NASA Space Grant Consortium, awarding student scholarships, travel grants and faculty research enhancement grants.

With continued interest in NASA-supported research, she served on the education committee, and is a current member of the Board of Governors for the American Society for Gravitational and Space Biology. In addition, she was the principal investigator of an NSF-funded MU-ADVANCE Program, an innovative networking effort between female STEM faculty working with administrative partners to develop university-level best practices for recruitment, new faculty orientation, and faculty retention.

She is the current president of the MU Chapter of Sigma Xi, Public Relations Officer for the MU Chapter of Phi Kappa Phi, and communications director for the West Virginia Academy of Science. She was also the director of the WV State Science and Engineering Fair from 2000 through 2007. Her honors include the Marshall Women of Color Award, MU Distinguished Service Award and Dr. Carolyn Hunter Distinguished Faculty Service Award.

Photo: Dr. Marcia Harrison-Pitaniello has been named the Drinko Fellow for 2014-2015.

Hart named to West Virginia advisory committee to U.S. Commission on Human Rights



Debra Hart, director of equity programs at Marshall, has been appointed to the West Virginia State Advisory Committee to the U.S. Commission on Human Rights.

This is her second term on the advisory board, as she was appointed for a previous two-year term in 1996.

The U.S. Commission on Human Rights is an independent, bipartisan and fact-finding federal agency with the mission to inform the development of national civil rights policy and enhance enforcement of federal civil rights laws. This mission is pursued by studying alleged deprivations of voting rights and alleged discrimination based on race, color, religion, sex, age, disability or national origin in the administration of justice, Hart explained.

The West Virginia committee has formed three working groups to review issues affecting local communities and citizens of the State of West Virginia. Prior to deciding on a project, the committee will conduct a thorough and comprehensive investigation and research the issues. The committee will also vote to invite experts representing a broad cross-section of views, including government officials, advocacy group representatives and other subject-matter experts.

The project proceedings, including statements submitted for the record as studies and reports by third parties, are summarized in the State Advisory Committee report. The report includes a thorough background of the issues, a summary of the experts' presentations and the observations and conclusion of the WV SAC.

Before coming to Marshall, Hart had a long and distinguished career working with equal opportunity and civil rights for more than 26 years. She served as director of the State of West Virginia's Equal Employment Opportunity Office during Gov. Cecil H. Underwood's administration and worked closely with the West Virginia Legislature, serving on several committees including equal pay for women.

Now, referring to the advisory committee, she said, "It's exciting to return to this advisory committee, select a project and lead a working group by researching critically important civil rights issues in the State of West Virginia.

West Virginia is part of the U.S. Commission's Eastern Regional Office, which includes 13 eastern states and the District of Columbia, Hart explained, with the country divided into districts that encompass all the states.

"I'm enthusiastic as a member of the commission to engage in the opportunity to play a vital role in advancing civil rights ... through objective and comprehensive investigations, research and analysis on issues that we feel are of significant concern to the Federal government and the public," Hart said.

Rally for Autism to take place April 26



The West Virginia Autism Training Center (WVATC), located on the Huntington campus, is inviting everyone to join the 13th Annual Rally for Autism, which takes place Saturday, April 26, at Ritter Park in Huntington.

The event will feature the Seaton and Moira Taylor 5K Walk, sponsored by Campbell Woods PLLC; a Rally for Autism 5K run;

and a Rally for Autism 25-mile bike ride. There are two types of participation, individual or team, and members of the public are invited to either create a team or join an existing one.

The event benefits the West Virginia Autism Training Center; the Autism Society River Cities Chapter, formerly known as the Huntington Area Society; and the Autism Services Center. The three agencies are all based in the Huntington area and all funds raised will stay local.

“We at the WVATC are proud to participate in the 13th Annual Rally for Autism,” said Dr. Marc Ellison, interim executive director of the center. “In addition to being a premier source of autism awareness in the state, the event always has the feel of a reunion of sorts for the Tri-State’s autism community. A well-aware, well-informed community is essential for supporting individuals with autism as they pursue a life of quality. We invite everyone to participate in the rally and become part of this wonderful community.”

Registration fees for all the events will be \$20 for early registration and \$25 on the day of the event. Registration may be done online at www.rallyforautism.org until 6 a.m. Friday, April 15, or on site the day of the race, beginning at 7:30 a.m. All events will kick off at 8:50 a.m.

The West Virginia Autism Training Center at Marshall is a statewide program that offers a variety of direct training and training resources to West Virginia families and educators of children with autism. The Autism Services Center provides direct care, life-span services in residential and community settings to assist individuals with autism and other intellectual and developmental disabilities to reach their full potential. Autism Society River Cities Chapter is an all-volunteer organization providing information and support to individuals and families living with autism in the Tri-State area, including eastern Kentucky, southern Ohio and western West Virginia.

Click on graphic above to read event flyer.

Artists Series presents ‘American Idiot’ April 24



The Broadway musical “American Idiot,” which was inspired by Green Day’s Grammy Award-winning, multi-platinum album “American Idiot,” comes to the Keith-Albee Performing Arts Center on Thursday, April 24, at 8 p.m.

A 2010 Tony Award-nominated Best Musical and Grammy Award winner of Best Musical Show Album, “American Idiot” gives an uncensored look at the misguided lives of suburban youths. In an effort to stay true to the music featured in the show, audience members can expect to hear little dialogue between songs.

Set in the mid-2000s, the musical focuses on three friends – Johnny, Will and Tunny – who are desperate to leave their California suburb shortly after 9/11. Although they decide to move to the city, Will is held back by his recently impregnated girlfriend. In the meantime, Tunny loses interest in city life and ultimately joins the military while Johnny experiences battles with drug addiction and heartbreak.

The musical has received much praise since its opening, including a review by Washington Post reviewer Peter Marks, who wrote, “Presented in a visually dazzling package, with coolly aggressive dance steps and the group’s exhilarating songs, the show qualifies as a pulsating album in three dimensions, a gallery of zestfully choreographed music videos. The 90 minutes make for such stimulating spectacle...”

“American Idiot” is sponsored by First State Bank; The West Virginia Department of Education and the Arts, Kay Goodwin, Cabinet Secretary; KEE 100, The Brew; WSAZ; The Herald-Dispatch, Marshall University and the Marshall Artists Series. To secure tickets, contact the Artists Series box office at ext. 6-6656. Tickets are also available at the box office located in the Joan C. Edwards Playhouse. Box office hours are Monday through Friday, noon to 5 p.m.

Marshall Women's Center to host screening and panel discussion for documentary on military sexual assault

Join us for a screening of *The Invisible War*

Wednesday, April 16th @ 6:00 PM in MSC BE5

Panel discussion to follow. Free and open to the public.



"A groundbreaking investigative documentary about the epidemic of rape within the U.S. Military... a female soldier in combat zones is more likely to be raped by a fellow soldier than killed by enemy fire."

Sponsored by the Marshall Women's Center in conjunction with CONTACT rape crisis center for Sexual Assault Awareness Month. For more info contact mcelfish@marshall.edu.

The Marshall University Women's Center, in conjunction with CONTACT Rape Crisis Center, will sponsor a screening of "The Invisible War," an investigative documentary about rape within the U.S. military. It will be shown at 6 p.m. Wednesday, April 16, in room BE-5 of the Memorial Student Center, and is free and open to the public.

The film follows several veteran survivors of military sexual assault who tell their powerfully emotional stories and their efforts to rebuild their lives and seek justice, while revealing the systemic cover-up of rapes within the military. Nominated for an Academy Award and the winner of an award at the Sundance Film Festival, this documentary has exposed a culture of widespread sexual harassment and sexual assault, and is credited for encouraging victims to come forward and for publicly forcing the military to deal more openly with the problem of sexual assault within its ranks.

Immediately following the screening, there will be a panel discussion regarding treatment of military sexual assault and victim advocacy. Panelists will include treatment providers from the Huntington Veterans Administration, Marshall Counseling Center and CONTACT Rape Crisis Center of Huntington. Representatives from Marshall Psychology Clinic will also be available to provide information about mental health treatment.

The Women's Center is hosting this event as part of Sexual Assault Awareness Month. Other events for the month include "Red Flag Day" on Marshall's Huntington campus on Thursday, April 24, which encourages students to identify red flags for stalking, sexual assault, and relationship violence.

Reminder: Empty Bowls is this Friday, April 11; projected to exceed one million meals donated



This year's Empty Bowls event is expected to exceed one million meals raised for Facing Hunger Foodbank (formerly Huntington Area Food Bank) since Huntington's version of the national initiative began in 2003.

"We knew we were close to — if not over — that total last year," said Diana Van Horn, director of the Cridlin Food and Clothing Pantry, an agency partly supported by Facing Hunger Foodbank. "With the figures we have and estimations from the earliest campaigns, we're confident this year's earnings will put us over that one-million-meal mark."

The 11th annual Empty Bowls fundraiser will take place from 10:30 a.m. to 2:30 p.m. Friday, April 11, at First Presbyterian Church, 1015 5th Ave. in Huntington. B'nai Shalom Congregation, Christian Associates and Marshall University ceramics students are working together to host the event.

Van Horn, who has been heavily involved in the event since 2010 as a Christian Associates member, said the Empty Bowls campaign has flourished over the years, raising about \$20,000 each year for the past five. Unfortunately, the economy has limited the purchasing power of each dollar donated.

"In 2009, we could provide 10 meals for every \$1 donated," said Erin Highlander, director of development for Facing Hunger Foodbank. "As of last year, that number had decreased to seven. That makes the continued growth of events such as Empty Bowls such an important success for the community."

For a \$15 donation, patrons are offered a handmade ceramic bowl and a modest soup lunch, while giving the food bank the power to provide 105 similarly modest meals to those in need.

Frederick Bartolovic, Marshall's ceramics faculty member, said the department's goal is to provide this year's event with about 1,200 bowls. Combined with the projected 300 bowls donated by area potters, the food bank could provide almost 160,000 meals from the sale of bowls alone.

For more information about Empty Bowls, visit www.marshall.edu/emptybowls.

Facing Hunger Foodbank serves more than 113,000 food-insecure individuals in 17 counties across West Virginia, Kentucky and Ohio. All proceeds from Empty Bowls will benefit Facing Hunger Foodbank.

5k training class being offered at the Marshall Recreation Center

The Marshall Recreation Center is offering a 5k training class to help runners train for the 2014 Herald-Dispatch West Virginia 5k Championship taking place on Saturday, June 21, in downtown Huntington.

The class will be offered to both members and non-members and take place on Tuesdays from April 15 through June 17 from 6 p.m. to 7 p.m. at the Recreation Center.

The course is designed to focus on training for the race, and is for runners of all types, both experienced and those with a goal of finishing their very first 5k.

The class will be taught by Julia Galloway, a Huntington native and member of the Marshall University Cross Country team. "I want to teach this class to improve fitness for everyone and hope to see a wide range of ages from teenagers to seniors," Galloway said. "The class is for first-time runners and those who just want to shave time off their personal best."

The cost of the class is \$50 for members of the Marshall Recreation Center and \$70 for non-members. Proceeds from the race will benefit United Way of the River Cities and its efforts to combat health-related issues in the community. Specifically, these proceeds will go toward a grant that will help curb childhood obesity in its five-county service area.

For more information on the Marshall Recreation Center, or to sign up for the class, visit <http://www.marshallcampusrec.com/>.

Budget Work Group meets April 4 and 7 to continue budget process for FY 2015



The budget work group continued its work on Friday afternoon, April 4. The beginning of the FY15 budget process started with an estimated \$14 million deficit in the operating budget. Through efforts of the budget team and the budget work group, and initial work by some areas of administration, the deficit was reduced to \$7.7 million. This was accomplished by cancelling some vacant positions, utilizing revenue items generated in the prior year such as investment income and summer overhead share, as well as "scrubbing" the placeholder pay increase. Budget units then submitted their FY 15 budget requests, where they

identified positions to cancel or freeze, budgets to reduce or sources of funds to contribute to the deficit. These efforts provided approximately \$2.4 million, bringing the deficit to \$5.2 million.

During the April 4 meeting, the budget work group members discussed the work that had been done to date. It was shared that although the operating budget deficit had been reduced, only a portion of this was accomplished through base reductions, which meant that if additional base source or use changes are not made as we move forward in our 20/20 planning, we would be starting the FY16 budget planning with a base operating deficit. They also discussed ways that the budget units could identify additional items to contribute to the FY 15 operating deficit and institutional-level decisions that could be made that would get to the balanced operating budget that must be presented to the Board of Governors at its next meeting on April 23. A list of potential sources of sources or use reduction were identified that could provide an estimated \$3.8 million towards the operating budget leaving a deficit of \$1.4 million.

The budget team said they would work over the weekend to further “scrub” the submitted budgets and summarize the sources identified during the meeting. The budget work group then agreed to reconvene on Monday morning, April 7, to review the new budget summaries and provide additional feedback. The budget team made any needed adjustments and then sent out to each budget unit their draft budget file, which has been scrubbed for errors, fringe benefit adjustments and other clean-up items the budget team identified. Along with their file, each budget unit received information about changes and questions or comments regarding their submission, as well as guidance on additional changes they should consider that would contribute to reducing the operating deficit. Any proposed adjustments would need to be submitted by close of business on Wednesday, April 9, in order to be included for the final draft of the budget which will be shared with the budget work group at their meeting scheduled for Friday, April 11. A final proposed budget is anticipated to be sent to the Board of Governors early next week.

Career Services and Generation Huntington are suiting students for success with a men’s professional clothing drive

Generation Huntington, a committee of the Huntington Chamber of Commerce, is assisting Career Services in taking on the task of dressing male students and recent graduates for interviews, internships and new jobs.

While discussing ways Generation Huntington and Career Services could partner to best benefit the students of Marshall University, the need for men’s professional clothing was brought up, said Tiffany Bajus, Generation Huntington Vice Chair.

“We approached Career Services director Denise Hogsett about a month ago to come up with some ideas for ways our members could become more involved with their programs and initiatives to assist Marshall students and graduates,” Bajus said.

Career Services has a great relationship with Dress for Success but, unfortunately, there isn’t a program like it for our male students, Hogsett said.

“Denise told me she had been struggling with the need for a while,” Bajus said. “They just didn’t have the space or resources to devote to such a project and were really excited at the possibility of working together to meet this need.”

As a result, Generation Huntington is organizing a Men’s Professional Clothing Drive from April 1 through 18. Community members are encouraged to drop off business casual and professional clothing and shoes to the Huntington Regional Chamber Office, Marshall University Alumni Association, Brand Yourself at the Shops at Heritage Station or the Big Sandy Superstore Arena Box Office.

“If we can provide an opportunity to one student or other community member needing that extra boost, we’ve accomplished our goal,” said Chris Wallace, Generation Huntington Chair and Owner of Brand Yourself.

At the end of the month, Generation Huntington members will collect and organize all of the donations to prepare them for pickup. Suited for Success events are scheduled from 6 to 9 p.m. May 7-8 at Brand Yourself located at Heritage Station in downtown Huntington.

During these events, male students and community members in need of professional attire for interviews, internships and starting positions may purchase gently used clothing for a small fee.

“Our members will be available to assist guests in finding the right style and fit for their needs. Everything will be priced under \$5,” Wallace said.

Marshall Career Services staff members will also be available at the events to assist students with interview preparation and more.

Drop-off locations:

Huntington Regional Chamber of Commerce

1108 3rd Ave., Suite 300, Huntington

9 a.m. – 4 p.m. Monday through Friday

Brand Yourself

210 11th Street, Shop 7, Huntington

9 a.m. – 5 p.m. Monday through Wednesday

9 a.m. – 7 p.m. Monday through Friday

10 a.m. – 6 p.m. Saturday

Big Sandy Superstore Arena Box Office

One Civic Center Plaza, Huntington

10 a.m. – 4 p.m. Monday through Friday

Marshall University Erickson Alumni Center

519 John Marshall Dr.

9 a.m. – 4 p.m. Monday through Friday

Arley Johnson to speak at Woodson fundraising banquet

Arley Johnson, who has worked with Congress on behalf of community service organizations since 2009, will be the keynote speaker at the 22nd annual Carter G. Woodson Memorial Foundation Inc., fundraising banquet Saturday, April 12.

The banquet begins at 6 p.m. in Room BE5 on the lower level of the Memorial Student Center. Proceeds will help fund a scholarship endowment to support outstanding Marshall University students, as well as the purchase of materials on black culture and history.

Tickets for the event are available for a donation of \$30. Corporate tables also are available. To purchase tickets or for more information, contact Newatha Myers, president of the Carter G. Woodson Foundation, at 740-894-5772.

The Carter G. Woodson Memorial Foundation is named in honor of Carter G. Woodson, who was a graduate of Douglass High School in Huntington and went on to earn a Ph.D. from Harvard. Woodson, who is widely known as the “father of African American history,” founded

the Association for the study of Negro Life and History in 1915. He also started the influential “Journal of Negro History” in 1916.

Johnson has been with Armada International Advisors, described as a powerful engine for business and nonprofit success, since last June. His expertise ranges from leveraging key government relationships to training staff of all ability levels to creating the technology needed to collect and analyze data.

Previously Johnson worked with Advocates for the Other America as executive director.

Johnson was a delegate for six years in the West Virginia Legislature and served on Huntington City Council for six years. He also served two years with the governor’s office in West Virginia as director of the state Workforce Investment Board and eight years as director of programs in the Governor’s Office of Economic Opportunity.

Herd to battle the Blue Raiders of Middle Tennessee State in Oct. 11 Homecoming game



The Thundering Herd football team’s Oct. 11 matchup with the Middle Tennessee State Blue Raiders will be Marshall’s Homecoming game, it was announced last week. That Saturday’s game kickoff time will be announced later.

“The Raiders pulled a sly one last fall and upset our Thundering Herd on their home turf in Murfreesboro, which turned out to be our only conference loss of the year,” said Matt Hayes, executive director of the Marshall University Alumni Association. “Now, it’s our turn to welcome them to Huntington with a Cato air show. October is an absolutely beautiful time to be in the hills of Huntington, with perfect football weather and gorgeous fall color. We hope Marshall alumni and fans and our friends at MTSU will join us for a weekend of warm hospitality and a lot of special events we’re already planning. It’s going to be great.”

Homecoming week plans will be shared on Marshall’s Facebook page, www.facebook.com/marshallu, and on the MU Homecoming website, www.marshall.edu/homecoming. Game tickets and Herd football information are available at www.herdzone.com

Robbie Layne named Employee of the Month



Robbie Layne, Accounting Assistant I in the Bursar's Office, has been named the Marshall Employee of the Month for February, according to Michelle Brown Douglas, chair of the Employee of the Month Committee.

Employed since March 1990, she was nominated by Jamie Henry.

In her nomination Henry wrote, "Robbie has been a dedicated and integral part of the Office of the Bursar since she was employed 24 years ago. She has handled situations too numerous to mention with patience, accuracy and efficiency, no matter the person or problem, be it student, parent or staff member. She has been faithful in her attendance and tries to assist in any way she can. She will be greatly missed when she retires at the end of March 2014. No matter the personal situation she never lets it interfere with the completion of tasks. The Office of the Bursar will be short a very valuable and special person when she leaves."

Layne was presented with a certificate and a check for \$100 by President Stephen J. Kopp.

Photo: Robbie Layne (right) receives her Employee of the Month award from President Kopp.

Marshall, along with all other State of West Virginia employees, to move to bi-weekly paychecks in January

As part of the State of West Virginia's move to the wvOASIS Enterprise Resource Planning System (ERP), Marshall, like all state agencies, will move to a bi-weekly pay system in January 2015. So instead of being paid twice a month as they are now, employees will be paid on the same day every other week. The transition is part of a system-wide plan to bring employees at all state locations into a standardized pay schedule.

In preparation for the move to bi-weekly, employees who are now paid on a current basis will be moved to an arrears basis. This means that work performed from the first to the middle of the month will be paid at the end of the month. Information indicates this will occur in early fall of 2014.

However, this does not mean that anyone will miss a paycheck, said Mary Ellen Heuton, Marshall's chief financial officer. That first payday when the state converts to an arrearage payroll will be like an advance on an employee's pay. Instead of making anyone skip a payday in order to hold back two week's pay for arrearage payroll, the state will just consider that one pay to be like an interest-free loan. When the employee retires or otherwise leaves state employment, the amount of that first payday will be deducted from his or her final check.

Marshall's financial team has been working diligently with the state auditor's and state treasurer's offices on all aspects of this new financial management system on how best to tie it in with MU's own Banner accounting system. It's a very complex and important process that involves much more than the frequency of paycheck delivery, Heuton said.

"All state agencies and universities are required to interface with the wvOASIS system and, of course, all paychecks are processed by way of the state treasurer and state auditor," Heuton said. "There are certainly a lot of questions from our employees as we still have many of our own. As information becomes available, we will share it through a variety of methods.

"At this point, I think it's important to bring these changes to everyone's attention and to put it on their radar as something they need to understand. We'll continue to keep you updated as we learn more."

Further information on the wvOASIS system is online at <https://www.wvoasis.gov>.

The next issue of *We Are...Marshall* will be distributed April 16, 2014. Please send any materials for consideration to [Pat Dickson](#) by 5 p.m. Monday, April 14.